



Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Minutes of the 14-Jun-2022 regular meeting teleconference

Board members in attendance

- Michael Wall -- Chair
- Tracy Deforge
- Jennifer Fithian
- Camille Nichols
- Patrick Jalabert -- acting as secretary
- Julian Orr
- Ebiye Udo Udoma

Board members excused

- Sandra De La Riva Repede
- Mark Ortega

USATH Staff in attendance

- Ryan Johnson -- CEO

Call to order

The meeting was called to order at 2 pm MT by Michael Wall, Chair. Mr. Wall thanked board members for joining, and reminded them that several topics would be discussed, as detailed in the shared agenda. Mr. Wall asked Mr. Jalabert to act as secretary, and take minutes for the meeting.

This meeting was opened to the USATH community as a webinar, excluding the executive session.

Agenda item #1 -- CEO report

- Mr. Johnson provided an update on membership, which had grown to 1,210 members. As previously mentioned, comparing membership levels with other years was tough as there was limited tracking on member numbers for previous years. Based on the accrued revenue, it was estimated the organization was about 200 members lower than the all time record in 2012. This was considered to be a very positive result for the first season back from COVID.
- Mr. Johnson noted that, based on the number of members, the organization could expect up to \$82,000 in revenue. However, considering the fact that not all members paid dues (e.g. National Team athletes), and some revenue was allocated to covering the cost of some members' background checks, the actual revenue was just under \$70,000.
- Mr. Johnson noted that USATH had hosted three (3) events in the spring: the Collegiate Conference Championship, the Collegiate/Youth Nationals, and the Open Nationals. The Open Nationals generated approximately \$12,000 in revenue, while the collegiate events cost the organization approximately \$14,000.
- It was noted that multiple National Team events were coming up in the weeks and months to come, including Junior, Senior, indoor, beach.
- The Pan American games play-in qualifier (USA vs. Canada) may be moved to Dec-2022, which would mean adding to this year's expenses.
- Mr. Johnson brought some exciting news to the Board, with P&G signing on as a sponsor for the Junior Women's team's trip to the World Championships in Slovenia, essentially covering all the flight costs. In addition, the US Team Handball Foundation had committed to supporting some National Team campaigns.
- Mr. Johnson provided a status update on audits. The USOPC certification audit was expected to conclude after the last BOD meeting in Dec-2022, but most of the paperwork was done. Once renewed, the certification as an NGB would be valid for four (4) years. SafeSport performed an audit during the Open Nationals, which went well overall, though a full report was pending. Lastly, the tax audit was expected to wrap up shortly. It was noted that it was intentionally delayed as nonprofit organizations are allowed up to November 15th, and filing in June is cheaper since auditors are past their busy season.
- Mr. Johnson had circulated the USOPC statement of benefits ahead of the meeting. This included all benefits the organization receives from the USOPC beyond monetary contributions (e.g. VIK, covering registration fees, etc.)
- Some questions were raised by attendees related to the role of social media coordinator, and capitalizing on upcoming events (e.g. World Games). Mr. Johnson noted that since Ms. Zhang's departure, volunteers had stepped in and out. At the time of the meeting, two interns were working on different aspects of social media: one focused on National Teams, and one working with Mr. Branick on club events. The team was working on coming up with a posting calendar. The next action would be to develop posting guidelines for social media contributors. It was noted that a full time social media coordinator would be part of budget discussions (prioritizing topics within the organization's resources).
- President Mustafa was expected to be at the World Games, as was USOPC CEO Sarah Hirshland, and some higher level members of LA 2028. Mr. Johnson was working on setting up meetings to build partnerships going forward.

Agenda item #2 -- Proposed Amendments to USATH Bylaws

- Mr. Wall had circulated a redlined copy of the bylaws ahead of the meeting, in line with requirements from the USOPC audit.

Motion

A motion was made to approve the amendments to the bylaws, and was duly seconded. Hearing no objections, the motion passed.

Agenda item #3 – Board Representative on USATH Diversity, Equity and Inclusion Committee

- Mr. Jalabert had submitted his resignation from the committee, due to his lack of availability to dedicate to the position.
- Mr. Jalabert provided a brief summary of the expectations of the position.
- Ms. Deforge volunteered to step into the role.

Agenda item #4 – Proposed Election Process for General Membership Director

- Mr. Wall had circulated a proposed election process ahead of the meeting.
- The Board went through the process during the meeting.
- It was estimated that the N&G committee would need a week to vet candidates, but Mr. Wall committed to aligning with Mr. Buckman, the committee chair.
- It was suggested to conduct the election of both general membership directors simultaneously, with different start dates: one (1) effective immediately to replace Mr. Orr following his resignation, and one (1) effective 1-Jan-2023.
- Mr. Johnson noted that the vote should be completed before the end of August to avoid issues with membership rollover on 31-Aug.

Action item

Mr. Wall committed to aligning with Mr. Buckman on the required timeline for the candidates review.

Agenda item #5 – USATH Beach Handball Logo

- Mr. Udo Udoma noted that the topic was raised at the previous meeting because of sensitive timing with the upcoming world championships. The junior teams were already playing, the women's team was already at their preparation camp, and the men's team was set to depart that week.
- It was noted that the teams had moved forward with their fundraising efforts in order to cover travel costs.
- Mr. Johnson raised some concerns with the tax implications of these efforts.
- It was noted that no alterations had been made to official player equipment, only supporter merchandise had been created. This likely allowed room for more flexibility.
- The Board agreed that in the short term any creative changes should be submitted to the Board for approval.

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- Longer term, it was suggested a fundraising committee should be set up to provide guidance and oversight.

Action item

Mr. Wall committed to consulting with a trademark expert at the law firm he worked at about the risks of “diluting” the official logo.

Agenda item #6 – Minutes of Board Meetings: April 12, 2022 and May 10, 2022

- Mr. Wall had circulated the draft minutes before the meeting.
- No changes were noted.

Motion

A motion was made to approve the April meeting minutes, and was duly seconded. Hearing no objections, the motion passed.

Motion

A motion was made to approve the May meeting minutes, and was duly seconded. Hearing no objections, the motion passed.

Executive session

The board entered executive session at 3.05 pm MT, ending the webinar.

- The Board had a brief discussion about the Competition Committee’s leadership.
- The Board discussed the financial aspects of the Open Nationals, and the value for clubs to be involved with the NGB.

Motion

A motion to adjourn was made at 3.30 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary.